

## **Mental Health and Wellbeing Policy**

**Date:** March 2025

**Review Date:** March 2026

### **Introduction:**

Springhead School recognises the importance of promoting positive mental health and wellbeing among our students, staff, and the wider school community. This policy outlines our commitment to creating a supportive environment that fosters emotional resilience, promotes mental health awareness, and provides access to appropriate support and resources for all individuals within our school community.

### **Aims:**

1. To promote positive mental health and wellbeing for all students, staff, and parents/carers within the school community.
2. To provide a supportive and inclusive environment that values the mental health and emotional wellbeing of all individuals.
3. To raise awareness and understanding of mental health issues and reduce the stigma associated with seeking help.
4. To provide appropriate support and resources for individuals experiencing mental health difficulties.
5. To collaborate with external agencies and professionals to ensure comprehensive support for those in need.

### **Implementation:**

#### **1. Promotion of Positive Mental Health:**

- Incorporate mental health education and awareness into the school curriculum.
- Provide opportunities for students to develop resilience, coping strategies, and emotional intelligence.
- Encourage the celebration of achievements and successes, both academic and personal.
- Foster a culture of inclusivity, respect, and kindness, where diversity is celebrated.

#### **2. Supportive Environment:**

- Ensure that the school environment is safe, supportive, and conducive to positive mental health.
- Promote open communication channels between students, staff, parents/carers, and school leadership.
- Provide access to confidential support services for those in need, including counselling and pastoral care.

### **3. Training and Professional Development:**

- Provide training for staff on recognising signs of mental health difficulties and responding appropriately.
- Equip staff with skills and resources to support the mental health and wellbeing of students.
- Offer regular opportunities for staff to participate in professional development related to mental health awareness and support.

### **4. Partnerships and Collaboration:**

- Collaborate with external mental health organisations, community groups, and healthcare professionals to provide additional support and resources.
- Establish referral pathways for students requiring specialist mental health support, ensuring timely access to appropriate services.
- Engage with parents/carers to involve them in discussions about mental health and provide guidance on supporting their child's wellbeing at home.

### **5. Monitoring and Evaluation:**

- Regularly review and evaluate the effectiveness of mental health initiatives and support services.
- Collect feedback from students, staff, and parents/carers to inform improvements and adjustments to the policy and practices.
- Monitor key indicators of mental health and wellbeing within the school community to identify trends and areas for targeted intervention.

### **Review:**

This policy will be reviewed annually by the school leadership team in consultation with relevant stakeholders to ensure it remains relevant and effective in promoting positive mental health and wellbeing within the school community.

### **Conclusion:**

Springhead School is committed to creating a supportive and inclusive environment that prioritises the mental health and wellbeing of all individuals. By implementing this policy and working collaboratively with students, staff, parents/carers, and external partners, we aim to promote resilience, reduce stigma, and provide comprehensive support for those in need.